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Burning the midnight oil

by Alexander Kufel



In spite of the August heat wave, things are even hotter in September at POD Contracts Directorate as employees work frantically to award construction and services contracts before the fiscal year ends Sept. 30.

"In an annual cycle that's largely unavoidable because of funding sources, the last quarter is when remaining funds are committed," said Joe Swift, director of Contracting. Once funds are available, the process involves publicizing the project, issuing the solicitation documents to interested contractors in sufficient time to submit an offer, evaluating that offer, and awarding the contract. As the fiscal year ends, the cycle begins again.

"If a project is subject to funding that is not available by Sept. 30, the contract may be awarded in the new fiscal year when funds become available," said Florence Nii, chief of Contracts Division.

"Each year on Sept. 30 we see the funds move from the East Coast westward with Hawaii as the last stop due to the time zones," said Swift.

When the excess funds reach Hawaii the contracts that are subject to availability of funds, with a high priority, have a chance of being awarded by midnight, local time, Sept. 30. Those of lower priority usually are carried over to the new fiscal year.

"Something different about this year is that we've gotten help from the other directorates and have established an administrative team to provide greater customer service," said David Kam, chief of Procurement Division. "We're striving constantly to balance all of the requirements and get things out on time."

"Overtime hours have been curtailed due to this assistance as a result of a TQM (Total Quality Management) initiative," said Swift.

"Something that has a big impact on our operations is the legal requirement to assist small and disadvantaged businesses. I'm also Deputy Small and Disadvantaged Business Administrator," said Swift. "That means we are directly involved in awarding contracts to firms that otherwise would not be able to compete with the bigger companies. There are several categories of small business and as they all have to charge a little more than a big firm, they cannot be competitive without assistance.

"Largely, these are called 'set-aside' programs and the contracts are awarded to a qualified firm as 'sole source' rather than competitively. In the case of '8(a)' contracts, the contract is awarded to the Small Business Administration in order to minimize our risk. Although those contracts do cost more, they can be implemented quickly and we have had some major success stories with firms actually outgrowing the need for assistance.

"PER, Incorporated is a good example. They've been on contract with DPW (Directorate of Public Works) at Schofield Barracks since 1988, have performed very well on several different contracts, and will 'graduate' out of the program this month," said Swift.

"We're not uncomfortable graduating," said Eric Soto, owner of PER. "We've gained a lot of experience on the business side of our operation and have been able to grow. We were originally just a small energy company doing design work and moved into construction. We think the (8a) program is terrific and would be the last to complain about new people coming in."

The last day for accepting bids this year is Sept. 17, unless a contract amendment postpones the bid opening. If you pass by building 200 late in the evening and see lights on, you'll know what they're doing--burning the midnight oil.

Photograph by Alexander Kufel

CPOH becomes CPAC Oct. 1

Story and photograph by Alexander Kufel



On Sept. 30 the doors to building T-1500 at Fort Shafter will close on CPOH (Civilian Personnel Office, Hawaii) to reopen Oct. 1 as a Civilian Personnel Advisory Center (CPAC). CPOH is undergoing a transition into a CPAC linked by computer to the Pacific Region Civilian Personnel Operations Center (CPOC) at Fort Richardson, Alaska.

"The CPOC will house employees' records," said administrative assistant Renee Marable.

"The big change will be in people's way of interacting with their Civilian Personnel Office," explained Tony Whitehouse, Pacific Regionalization Project Officer on loan to USARPAC (U. S. Army, Pacific) from Fort Richardson. "Regionalization is not just taking the records to Alaska. It is really a fundamental change in the way of doing business."

Jeff Okazaki, Civilian Personnel Officer, said that they had plans to reopen in a newly renovated building 126, originally a Military Police stockade, at Fort Shafter, but they have been postponed until June 1997 due to extensive termite infestation.

"Even though we're staying in T-1500 for now, the change will not be transparent," he continued. "We're already packing up the records to be in place at Fort Richardson by Sept. 15. When we reopen that Tuesday morning the entire Tech Services section will be gone."

Job applicants and merit promotion applicants will begin applying by mail, rather than in person with someone checking their applications. Inprocessing and clearing will be done locally. Managers will still have local access to specialists for performance management and labor relations, but they will have to communicate with the CPOC for recruitment and classification assistance.

"Managers requiring information to perform personnel management responsibilities will be able to get it immediately via computer," said Whitehouse.

The formation of CPACs and CPOCs is part of an Army-wide 'modernization' trend toward streamlining 50-170 individual personnel offices scattered around the world into 10 fully automated regional personnel centers. Seven are within the continental United States (CONUS). The three OCONUS regions are Korea, Germany and Alaska-Hawaii-Pacific.

Okazaki said that they were asking people to be patient. "It is impossible for us to provide the level of service that they're used to during this transition period." "For example, changes of next of kin, health plans or correcting statuses will slow down simply because we need to make the transition. Careerwise, people can update through resumes."

Regionalization presents cost savings over current practices and also presents opportunities for improved customer service with the OPFs (Official Personnel Folder) stored in centralized locations," said Whitehouse.

"Automation is the 'key' to the entire process. There should be little or no noticeable impact on employees with the records being located at Fort Richardson.

"The whole program is customer service oriented," he continued. "If an employee says they need it, we'll try to provide it. When there is a need for the physical records, such as verification of information prior to retirement, we will send it immediately through a commercial shipping company. It should be in their hands within two days."

Harlo Stanley, Personnel Director for HQ USARPAC said that as managers come on-line they will appreciate the ability to get information quickly and the ability to generate personnel actions with less paperwork.

"This is something we can't make managers use," said Stanley. "But, if they do they will like it."

Employees said that the biggest task this year has been in preparing for the change, in getting people to recognize that some things will actually be easier. Also, people are unaware that employees of CPOH have had to face changes in their own jobs, too.

"Happily, no permanent employees have been separated," said Marable. "Only two took advantage of the opportunity to move to Alaska and 31 will remain at Fort Shafter to staff the CPAC and provide customer service. Out of the 60 that staffed CPOH a year ago, 27 have already found new jobs."

Whitehouse said that in February the staff started becoming decimated as people began leaving.

"Over half of the people working here now are 'temps' helping with the transition. People don't realize what a tremendous job they've done of maintaining business as usual."

"That's true," agreed Marable. "Instead of moving on to their new jobs, many have been able to remain at CPOH to assist with the transition. TAMC (Tripler Army Medical Center) and the Garrison directorates have been very supportive. It's been a sacrifice all the way round."

Disposition of records will continue to follow the existing MARKS Regulation 25-400-2. They will be retained for three months at the CPOC following an employee's separation or retirement, then be moved to the National Personnel Records Center (NPRC) for permanent storage.

Briefings on what 'regionalization' means started in August. Additional briefings specifically for POD employees will be at Fort Shafter's Richardson Theater Sept. 17 and 18, 10 - 11 a.m. and at TAMC's Kyser Conference Room Sept. 19, 7:30 - 8:30 a.m. and 3 - 4 p.m. Diane Lau, former EEO specialist with POD, is the briefing team chief.

It's hurricane season, be prepared

Corps employees can have unique responsibilities when natural disaster strikes. Usually there is sufficient warning to allow for preparations to your residence, for trips to the store and gas station, for standing in long lines.

Depending on your job, however, at the first sign of impending disaster you may have to return to work and be separated from family, friends and possessions for a prolonged period of time.

Having things under control both at home and on the job can go a long way toward reducing stress and maintaining effectiveness.

Be ready to act with a simple kit that can even help you evacuate your home quickly, if need be.

Periodically check the strength of batteries and the expiration dates on other items. Then, purchase replacements at your leisure and reward yourself with a picnic using all of those expiring supplies.

Keep a half-tank of gasoline in the car at all times. If you do have to leave, consider that most shelters won't accept animals. Don't forget to make sure your pets are secure before you go.

POD shares skills with community

By Alexander Kufel



Partnering in Education is POD's contribution to the Army Corps of Engineers Adopt-A-School program that allows employees to work with local school children to help improve the quality of their education.

It has resulted in a four-year relationship with Ka'ewai Elementary School, located in Kalihi not far from Fort Shafter, that permits Corps employees to share their skills with the community and has been beneficial to the participants as well.

"The participants volunteer an hour a week to come into the school and assist the teachers," said Chris Fonoti, principal. "The people we work with have been a real asset. They started with computer training, but this past year branched out into teaching reading and math. The kids are in grades K-6 and thrive on the attention. We enjoy having solid role models come into the school. We really value the diversity of the Engineers."

Talk to anyone who has participated in POD's Partnering in Education program at Ka'ewai Elementary School during the past three years and their eyes light up with fond memories.

"The teachers were really good," said Zandra Mau, RE, "but the kids don't have many skills. I find it so rewarding that I could easily spend two to three more times a week doing it. Seeing the kids grow over the year is really wonderful."

"At the end of last school year," said Renee Inouye, PP-MC, "I experienced children coming up to me saying 'I

want to read this to you.' At the beginning of the year I wouldn't have thought that possible. Before I went to Ka'ewai to help teach reading I heard a lot about the poverty of the kids. Actually seeing it touches your heart."

"Yes," said Craig Hashimoto, "I was shocked by what the kids didn't have, such as pencils and basic necessities. But the kids are such a good bunch that what they lacked in materials they made up for in cooperation and enthusiasm."

"The enthusiasm is mutual," said Mary Ann Tilton, RM-FR. "I've been a tutor for two years and many wonderful and funny things have happened to me. The kids are always saying, 'Wow, you're big!' because I'm so tall, but one day a boy pulled my hair to see if it was a wig because he hadn't seen blond hair before! When I brought in a bunch of books that I got from the swapmeet, the Good Will store, and from other people, all of the kids wanted to read to me. This was really amazing to me because earlier in the year hardly anybody could read. This is what it's all about!"

"We've also become their friends," said Anita Naone, equal employment officer for POD.

"One time my tutoring was canceled because the school had a field trip," said Bruce Barrett, SO. "The next time I saw the kids they scolded me, 'Where were you?' they asked. It was a personally rewarding experience because you get to know the kids and you could see the results of your involvement."

Corps involvement with Ka'ewai Elementary School began with the Special Emphasis Program Committee looking for community involvement as part of its outreach effort. Ka'ewai had the dubious distinction of having the second-lowest annual family income in the state --\$15 thousand, plus it was near Fort Shafter.



As it happens, Ka'ewai was particularly interested in developing computer skills in its students because it was sending them on to Dole Intermediate School, the state's pilot site for information technology. The partnership produced an ideal match of Corps' skills and students' needs. Initially the program was headed by Bruce Chun, but more recently Dr. Linda Hihara-Endo has been the chairperson.

While POD employees are allowed time to go to the school during duty hours, many participants say that their regular work doesn't stop while they're tutoring, so they end up working later to catch up. None of them seem to mind.

Barrett said he got involved in the program because Geri Pasco, SO, had done it earlier. Then, Hilton Kalusche, SO, got involved because Barrett went TDY and he took his place.

"I think I had as much fun as the kids," said Kalusche.

Support for the school initially included volunteer tutoring in computer usage and, eventually, the donation of eight excess computers as well.

"I taught some of the kids how to use a computer," said Russell Iwamura, ET-PP. "I also helped the teacher to take pictures of the kids." Both Ka'ewai and Dole Intermediate recognize the impact of the Corps' support.

"We're very appreciative of the Engineers' efforts," said Fonoti. "We always invite our volunteers to our May Day festivities."

Last semester, nearly 20 POD employees volunteered one hour per week assisting the teachers. The school is now on a year-round basis, the first one on O'ahu to do so. After a two-week break, the children returned to school the second week of August. With a year-round schedule, volunteers are welcome "anytime," said Fonoti.

Photograph (1) by Alexander Kufel; Photograph (2) by Candace Masaki

COMMANDER'S COMMENT

Many benefit from our work
By
Lt. Col. Ralph Graves
HED Commander

We can take pride and satisfaction that the projects we design and build improve the quality of lives of many soldiers, family members and civilians in Hawaii and across the Pacific. It's rewarding work, but it certainly isn't easy.

As we close out the fiscal year this month, the usual year-end stress may be heightened by concerns over restructuring, CEFMS fielding, or other challenges.

It's a good time to take a break from the business of the moment and reflect on all the people who benefit from our work. Many of them are people whose appreciation of our efforts helps to make the difficult times worthwhile.

In July I joined Dorinda Won, Stan Boc and Al Cambra at Angaur Island to dedicate a harbor project that repaired damages caused in 1990 by Typhoon Mike.

The 200 people of Angaur have no scheduled airline service and are distanced by 10 miles of ocean from the Palauan center of Koror. They are completely dependent on their harbor for commerce and outside communication and to pursue their livelihood of fishing. The speeches and festivities at the dedication assured us of the Angaur people's gratitude to the United States and appreciation of the efforts of the Army Corps of Engineers and our contractors in completing the repair work.

The people of Palau also look forward with great anticipation to eventual completion of the Babeldoab Road. Pacific Ocean Division and our contractors are pursuing the environmental studies, surveys and the detailed engineering design to build a 53-mile modern road that will replace an unreliable network of dirt tracks and will transform the lives of nearly 10,000 people on Palau's largest island.

Our projects in Kwajalein support the vital missions of space surveillance and missile and anti-missile testing, but they also provide quality life to the several thousand government employees, contractors and family members stationed at this U.S. outpost in the Marshall Islands.

Recently POD completed a religious education center, and we are engaged in a series of projects to renovate the Unaccompanied Personnel Housing on Kwajalein and Roi-Namur Islands.

These UPH projects will relieve overcrowding that has forced four-person rooms and will repair extensive weather damage from the severe mid-Pacific climate. We have a similar barracks renovation project underway at Johnston Atoll, a duty station even more isolated than Kwajalein.

In several Pacific island states, we are supporting the Department of the Interior in the Operations and

Maintenance Improvement Program (OMIP). It's an effort to enhance the performance of water and power utilities as well as other public services. Through training and emphasis on sound management practices OMIP helps insure delivery of these lifeline necessities to the local populace.

The program not only secures the investments the U.S. has made in these island locations over the years, but it makes a very real contribution to the comfort and health of thousands of people.

Here on Oahu, the bulk of our military construction dollars is going to barracks and family housing projects. At Schofield Barracks, the structure of a new infantry brigade complex is rising from a former warehouse site. Barracks renewal at Schofield includes renovation of several of the historic quads as well as new construction and is projected to total nearly a billion dollars of work over the next decade or so. The condition of barracks in Hawaii has earned these projects top priority as the Army seeks to improve quarters for all its single and unaccompanied soldiers.

Additionally, our Schofield Resident Office is renovating latrines in several of the existing quads to deliver immediate quality-of-life improvements.

Construction to replace substandard family housing in Oahu has been underway for more than five years. We have turned over 500 new homes at Schofield Barracks and Wheeler Army Airfield in the past two years, while 500 more units are under construction at Schofield and Helemano. As with the barracks, supplemental renovations and improvements are also underway. POD has roof and floor repair projects as well as bathroom and kitchen renovations planned for family housing at Aliamanu and Fort Shafter. Would you believe, we even have plans to fix up Colonel Cababa's quarters!

On Aug. 16, you may have seen a news segment broadcast by KITV Television Channel 4 covering our progress on the Kawainui Marsh levee. The story noted that the project will be completed within the same decade of the 1988 New Year's flood and that we have worked to improve the appearance of the wall that tops the raised levee.

Most importantly, we will protect the residents of neighboring sections of Kailua from the danger of repeat flooding. Meanwhile, our local flood control project on Alenaio Stream in Hilo nears completion.

Even in its unfinished state, this channelization prevented damages during heavy rains in January.

It's a full list of projects that benefit people literally where they live by providing better homes or protecting existing ones. Yet I know that no project succeeds without challenges. Those of you dealing and at times grappling with these projects every day know well the specific contractual, engineering, cost, scheduling or public relations difficulties that each entails. Our customers and the people whose lives we are improving probably won't know those details, because you make it possible that they don't have to.

They don't have to worry because you do. And I know that during this busiest time of year, when the frustration and tension mount most, it is worth remembering the important difference you make in the lives of the people we serve. It won't always make life any easier for us, but remembering how we make life easier for them can help add to the pride and satisfaction we justifiably take in the important work we have to perform. And that's a fact that none of us has to worry about.

Opinion

Acronyms are Greek to me

Just Thinking by Alexander Kufel

Among certainties in life, like death and taxes, I'm beginning to accept the inevitability of acronyms.

Acronyms, you probably know, are non-words usually written in capital letters that we accept as words: POD, IM, CPOH, DAC, FBI, IRS, ASAP are just a random few that we daily come upon and comprehend without batting an eye.

Acronyms used by the federal government probably contain enough culture to qualify as a foreign language of its own. Trouble is, unlike most languages that appear incomprehensible before you study them and become marvels of expressiveness afterward, deep and prolonged study of acronyms does little to improve communications between human beings.

In fact, speaking in acronyms may even discourage communications. Deep and prolonged study is virtually impossible because, while there is a seemingly endless supply, there is little depth beyond each letter standing for a particular word and that word signifying an entity unto itself.

Being in Hawaii, I find it irresistible to make comparisons with the Hawaiian language. Even with my very limited knowledge, comparisons are inviting because, tongue-twisters aside, the language at first appears overly simple. Originally oral, transposing it into a written language has produced an alphabet of twelve letters: five vowels and seven consonants.

Rules for usage are equally simplistic: every word must end in a vowel, every syllable must end in a vowel, no two consonants can be pronounced without at least one vowel between them, any amount of vowels may be used together.

Of course, these limitations break down immediately when you look at early Western transcriptions of Hawaiian and discover that there was a lot of latitude in the way words were pronounced (and remains so), with k and t being interchangeable, l used sometimes instead of r, and p substituted for b. Not to mention w in place of a soft v.

The secret to successful communications in Hawaiian, of course, lies in the intelligence of the people who speak the language. They communicate on several levels simultaneously.

For example, many songs and poems handed down today contain references to place names. If you are conversant in Hawaiian you undoubtedly know the stories connected with a particular site and can comprehend references to it while talking about something else. Its presence means it should be considered along with literal word meanings.

Context is particularly important. In recent years, scholars have created and added a series of diacritical marks to words in an attempt to reduce confusion that arises out of the need for context, but it is still important to pay full attention when someone is telling you something.

The actual meanings of the words used are, of course, important. Also important is knowledge of the Hawaiian speakers' love of laughter. Although this is a level that quickly loses me to inexperience, I think I can safely say that Hawaiians love puns, double-entendres, and word play, so still another level is added to the meaning of a conversation.

Finally, there is something called the kaona or 'hidden meaning' found in so much Hawaiian poetry in which veiled references add yet one more dimension to a text. The sum total meaning of even a simple Hawaiian poem is nothing short of overwhelming.

Well, there you have it. I think I satisfied myself at about level two that acronyms are about as sophisticated as the letters that make them up, and no more so. We will no doubt continue to use them as shortcuts to the long names of organizations, those ungainly by-products of our daily requirement for maintaining order amidst chaos.

Certainly with AI (Artificial Intelligence) being built into computers the soil is rich enough to sprout new theories about why acronyms are so wonderful and necessary. In the meantime, I'll continue to grapple with this shorthand way of viewing the world and accept the reality that it's possible to go through an entire day without having to understand every single thing that's said to me.

But, each time I come across yet another acronym that I don't understand, I feel a tinge of envy for the Hawaiian-speaking person who most certainly would have woven in there somewhere a reason to laugh a little. Most of all, I pine for my own language of English, in which each word too carries a remarkable amount of history and culture that is always there, waiting to be used.

In the Field



Palau Compact Road project progresses through planning stage.

Preparatory site survey work has begun on the 53-mile-long road on the island of Babeldaob, Republic of Palau (ROP), 500 miles east of the Philippines. The current network of dirt roads and overgrown paths will be replaced by an asphalt concrete roadway. Under the terms of the Compact of Free Association between the United States and Palau, POD/HED is constructing the road and has received nearly \$7 million of the total \$149 million project funding to date. The EIS (environmental impact statement) of environmental and cultural concerns is currently

underway and the topographic survey of the road site is scheduled for completion in late Oct. 1996. Due to the size and scope of the project, four firms that specialize in roadway development will perform project design. Contracts with the firms, currently in negotiations with the Corps, are expected to be awarded in October. Groundbreaking for the new road is anticipated for 1998.

Photograph by Richard Abe

Productive People



Kenneth Cabalce
 Hometown: Wahiawa, Hawaii
 Years with Corps: 18
 Works in: Engineering Services

A quiet man, construction project manager Ken Cabalce feels that there's nothing special about him to relate to other people. He's family oriented and likes to do things with his wife, Karen, and two children, Jenna, 18, and Kevin, 16. He maintains close ties with his other relatives as well. At home everyone shares chores, and Cabalce cooks for the family.

As a young man, Cabalce had no idea he would later pursue a technical career. He also had no idea while studying German at Leilehua High School in Wahiawa, that he would later rely on it.

During a series of misadventures involving a motorcycle, a broken leg and the Army, Cabalce found himself in a cast headed for a remote unit in Germany instead of Viet Nam. His instructions from the replacement center at Rhein-Main were to stay on the train until the clock read a specific time, then get off at that station. He did. Self-conscious in his uniform, Cabalce saw no other Americans. Some elderly men, behaving as if he had always spoken German, invited him for a beer, told stories and showed him their Aloha spirit until he got the MPs from his new post to come and get him. It was an auspicious beginning to a 30-month tour that helped him to gain a different perspective on life. Today, all these



Janet Kojima
 Hometown: Waipahu, Hawaii
 Years with Corps: 12
 Works in: Programs and Project Mgt.

Lots of people know that Friday nights after work are reserved by Janet Kojima, secretary to PPM deputy, Adrian Au, and her co-workers for Karaoke singing. It takes a little while talking to her to realize that behind her excellent voice and love for singing traditional Japanese songs is an even deeper love for traditional Japanese culture.

As a young woman, Kojima studied the classical dance of the Hanayagi School in Japan.

"It was difficult to learn," said Kojima. "I left Waipahu and went to live at the teacher's house in Japan. I did not speak Japanese at first. No one in his family spoke English."

After three years of hard work, learning the art of chado--tea ceremony, Sogetsu Ikebana flower arranging, etiquette, and other traditional skills, Kojima was awarded her professional name in classical Japanese Dance: Mitsuhide Hanayagi. Hanayagi is the name of the dancing school.

Try to turn the conversation to herself, however, and modesty prevails. Kojima would much rather talk about others; her children, for example. She is very proud of Karl, 24, pre-architecture at the University of Hawaii-Manoa, and Dori, 21, pre-med at Creighton University.

years later, Cabalce says that he wouldn't mind going back to Europe.

Ken is making POD more productive.

There is more to Kojima than this, of course, she also is known as an excellent employee.

Janet is making POD more productive.

Division Shorts

Aloha means welcome! Aloha reservists assigned to EMD (Emergency Management Division) for Exercise Ulchi Focus Lens two weeks this August. Lt. Col. David Bohl, a civil engineer with the Center for Public Works at Fort Belvoir, Va., Capt. Aaron Adams, a small businessman from Maui, currently job hunting in Honolulu, and Sgt. 1st Class Lucena Ellis, a civil service personnel security specialist from Johnston Island who will return to Hawaii in October to get married at the Turtle Bay Hilton.

Aloha means goodbye! After 11 years with the Corps, Kathy Kanazawa, RM-B, moved across the street this August to become a budget analyst with the 516 Signal Battalion. Aloha and good luck, Kathy!

Aloha and good luck, Ken Suiso, emergency operations coordinator with HED for 4 1/2 years, upon his appointment as plans officer with DPTM (Division Plans, Training and Mobilization) at Schofield Barracks.

Congratulations to Sharon Cuaresima Lasit, ET-PO, on her marriage to Kevin Aug. 17. Thinking that getting married in Kauai at a family reunion might be a good idea, the couple got a marriage license in Honolulu along with their plane tickets the Thursday before the Saturday reunion.

Congratulations Glen Takishita, ET-MI, on his marriage to Sandi Aoki Tomokiyo, Aug. 24 at the Pearl City Hongwanji. David Lindsey, ET-MI, was best man. Glen and Sandi were back at work the following week with a honeymoon planned for when school is out next summer--Sandi is a librarian at Pohakea Elementary School in Ewa Beach.

Condolences. POD extends sympathy to the family of Henry "Hank" Miyamoto, JED, and Tyler Miyamoto, JED, on the death of their mother and grandmother, Colleen Miyamoto, Aug. 18. Until late in 1989 Hank was a general engineer with the former Programs and Reports Branch under Military Division at POD.

Retired Col. Howard E. Boone, 55, died of a heart attack Aug. 6 in Georgetown, Tex. From 1991 until the project was completed in Nov. 1995 he was project manager for the Community and Family Support Center's portion of the Hale Koa expansion project. Prior to that he was in Korea where he served for two years as FED commander and one year with the 8th Army. He is survived by wife Tina (Christine), and four children, Cynthia, Charles, Craig and Cassandra. Interment was in Georgetown.

Retiree Miriam McWayne, 69, died Aug. 10 following a long illness. After retiring Oct. 31, 1990 as a contract specialist, Miriam spent her years teaching ukulele and volunteering in the kupuna program at Kapalama Elementary School. She is survived by daughters Joanne Quindica and April Ahulau, 11 grandchildren and one great-grandson. Inurnment was at the National Memorial Cemetery at Punchbowl alongside her husband William, who predeceased her in May 1994.